GOVERNMENT OF INDIA
POWER
LOK SABHA

UNSTARRED QUESTION NO:1327
ANSWERED ON:07.03.2008
EXODUS OF QUALIFIED ENGINEERS FROM NHPC
Singh Shri Mohan

Will the Minister of POWER be pleased to state:

(a) whether the Government is aware of the exodus of qualified engineers from the National Hydro Power Corporation (NHPC) during the last two years;

(b) if so, the number thereof category wise; and

(c) the steps taken by the Government to check the said exodus?

Answer

THE MINISTER OF POWER (SHRI SUSHILKUMAR SHINDE)

(a) to (c) : Due to the renewed interest shown by investors in the power sector particularly in hydel power, there is a heavy demand in the country for experienced personnel. This has led to a high attrition rate in CPSUs including NHPC. NHPC have informed that during the last 2 years, 190 employees have resigned from NHPC as per the details enclosed (Annexure). NHPC have taken a number of steps to retain their experienced personnel which include:

i. Formulation of retention Strategy.

ii. Efforts to enhance its brand image in the areas of its core competence.

iii. Giving a greater Impetus to the development and training of its employees.

iv. Institution of Rewards and Recognition Schemes for its employees who perform well.

v. Introducing local Allowances for the employees posted at remote Projects/Stations.

vi. Trying to ensure a tenure based transfer policy for its employees.